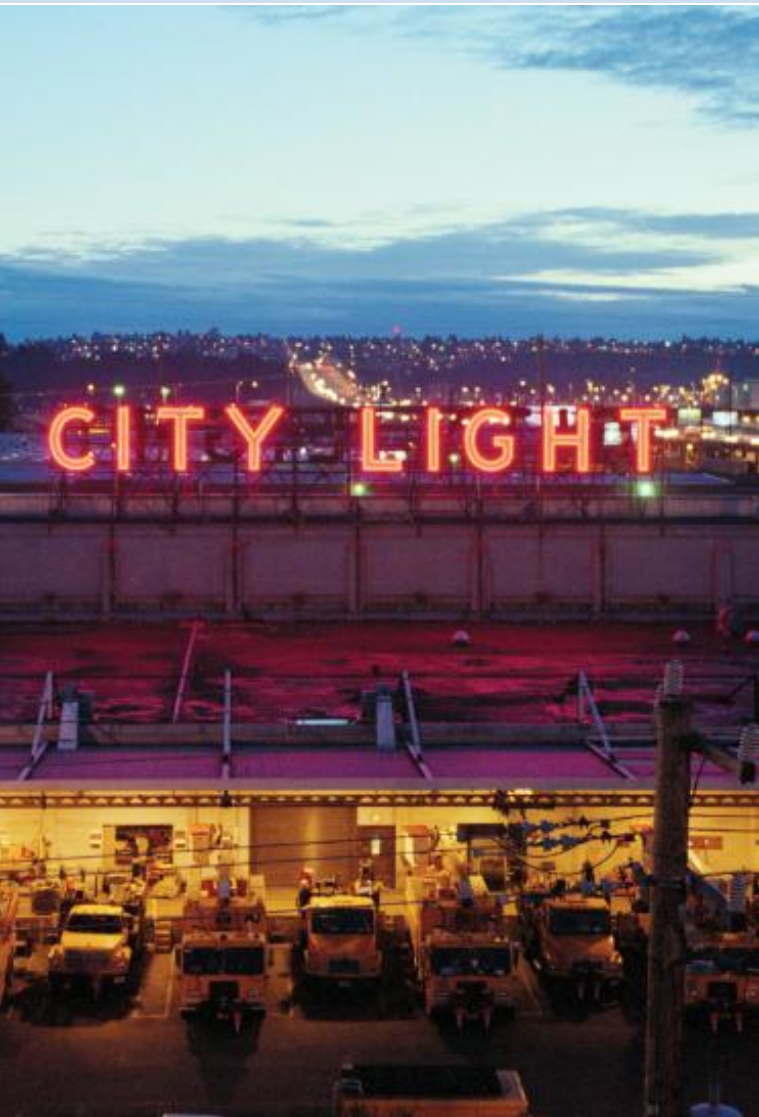


September, 2012

# Seattle City Light 2012 Race & Social Justice Report



# Seattle City Light Change Team Mission



**To achieve the Race & Social Justice goal of creating a culture where race does not determine success in our organization**

# 2012 RSJI Goals & Results

- **Build RSJI Capacity**

- Change Team reviews Budget Issue Papers
- RSJI Toolkit analysis applied to budget

- **Increase Contracting Equity**

- Goal: \$9.6 million in WMBE Consultant & Purchasing commitments
- Actual (as of 08/31): \$6.9 million

- **Increase Workforce Equity**

As of 08/31:

38% of workforce are people of color

29% of leadership team are people of color

- **Increase Engagement & Outreach Equity**

- Extensive outreach on strategic plan
- Engagement in capital/real estate projects
- Increased number of community events



# 2013 Change Team Work Plan



- RSJI lens is applied to the strategic plan
- Track RSJI metrics
- Communicate with stakeholders on RSJI progress
- Report on RSJI alignment with City Light strategic plan initiatives



# 2013 RSJI Goals



- Workforce equity and diversity goals are met
- WMBE equity goals are met
- Continue building relationships with local communities of color
- Support citywide RSJI efforts

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